

# Appendix E

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## Wagner-Peyser Agricultural Outreach Plan – PY 2016-2019

- (a) Agricultural Outreach Plan (AOP). Each state agency must develop an AOP every four years as part of the Unified or Combined State Plan required under sections 102 or 103 of WIOA. The AOP must include—

### Introduction

California's Agricultural Outreach Plan (Ag Plan) sets policies, and objectives in providing Wagner-Peyser services to the agricultural community, specifically Migrant and Seasonal Farm Workers (MSFW). EDD provides these services through AJCC locations. EDD ensures that MSFWs receive the full range of employment, training, and educational services on a basis which is qualitatively equivalent and quantitatively proportionate to services provided to non-MSFWs. This Ag Plan provides the following:

- **Assessment of the unique needs** of MSFWs in the area based on past and projected agricultural and MSFW activity in the state
- **Assessment** of available resources for outreach;
- **Proposed outreach activities** including strategies on how to contact MSFWs who are not being reached by the normal intake activities conducted by the employment service offices;
- **Activities planned** for providing the full range of employment and training services to the agricultural community, both MSFWs and agricultural employers, through the One-Stop centers.
- **Compliance assurance** with requirements under 653.111 for significant MSFW One-Stop centers;
- **Review and comments** from key stakeholders.

(1) *Assessment of Need.*

- (A) *Provide an assessment of the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to: employment, training, and housing.*
- (B) *Provide an assessment of available resources for outreach and whether the State believes such resources are sufficient. If the State believes the resources are insufficient, provide a description of what would help and what the State would do with the additional resources.*

**Assessment of Need**

**Value of Agricultural Production**

Based on the most current data available, the value of total agricultural production in California, crop and livestock production combined, totaled \$44.7 billion in 2012. This ranked California as the nation’s largest agricultural producer in 2012, outpacing Iowa (\$32.0 billion) and Nebraska (\$24.5 billion). California alone accounted for about one-ninth (11.3 percent) of the national agricultural production. California was far and away the nation’s leader in crop production in 2012, with crops produced valued at \$32.6 billion. The state accounted for 14.6 percent of the value of total U.S. crop production. In contrast, Iowa and Illinois were the second and third largest crop producing states in 2012, combining for 16.0 percent of total U.S. crop production. California’s livestock production was valued at \$12.2 billion in 2012, third highest among all states after Texas and Iowa. Table 1 shows the nation’s largest agriculture, crop, and livestock producing states in 2012.

Table 1  
**Largest Agricultural Producing States in the United States in 2012**  
 (Values are expressed as millions of dollars)

	Total		Crop Production Only			Livestock Production Only		
	Value	Share of U.S. Total	Value	Share of U.S. Total	Value	Share of U.S. Total		
<b>United States</b>	<b>\$395,069</b>	<b>-</b>	<b>United States</b>	<b>\$223,485</b>	<b>-</b>	<b>United States</b>	<b>\$171,584</b>	<b>-</b>
California	\$ 44,738	11.3%	California	\$ 32,583	14.6%	Texas	\$ 15,066	8.8%
Iowa	\$ 31,985	8.1%	Iowa	\$ 18,862	8.4%	Iowa	\$ 13,124	7.6%
Nebraska	\$ 24,466	6.2%	Illinois	\$ 17,034	7.6%	California	\$ 12,155	7.1%
Texas	\$ 22,726	5.8%	Minnesota	\$ 13,161	5.9%	Nebraska	\$ 11,771	6.9%
Minnesota	\$ 20,581	5.2%	Nebraska	\$ 12,695	5.7%	Kansas	\$ 9,126	5.3%
Illinois	\$ 19,650	5.0%	Indiana	\$ 8,575	3.8%	Wisconsin	\$ 7,550	4.4%
Kansas	\$ 16,223	4.1%	Texas	\$ 7,660	3.4%	Minnesota	\$ 7,420	4.3%
Wisconsin	\$ 12,110	3.1%	North Dakota	\$ 7,556	3.4%	North Carolina	\$ 7,350	4.3%
Indiana	\$ 12,053	3.1%	Kansas	\$ 7,097	3.2%	Oklahoma	\$ 5,510	3.2%
North Carolina	\$ 11,707	3.0%	Washington	\$ 6,982	3.1%	Georgia	\$ 5,305	3.1%

Source: USDA, Economic Research Service

California's agricultural production increased in value by \$1.4 billion (3.2 percent) from 2011 to 2012. Crop production in California increased \$1.6 billion (5.2 percent) in value over the year, while livestock dropped \$0.2 billion (1.7 percent). Over the two-year period from 2010 through 2012, California's agricultural production rose in value by \$6.9 billion (18.1 percent). Crop production increased by \$4.5 billion (16.1 percent) and livestock production grew by \$2.3 billion (23.8 percent) over the two-year period.

In 2012, crop production accounted for nearly three-quarters (72.8 percent) of total agricultural production in California in 2012. By commodity group, fruit and nut products were valued at \$17.2 billion in 2012, comprising over one-third (38.5 percent) of the total value of the state's agricultural products and more than half (52.8 percent) of the value of the crops produced in the state. Vegetables and melons were valued at \$7.0 billion, accounting for approximately one-fifth of the value of crops produced in California. Greenhouse and nursery products were valued at \$3.5 billion.

Livestock and livestock products made up a little over one-quarter (27.2 percent) of the total value of California's agricultural production in 2012. Dairy products were valued at \$6.9 billion, comprising almost three-fifths (56.8 percent) of total value of the state's livestock products. Hooved-livestock produced for meat and poultry and egg products were valued at \$3.3 and \$1.5 billion, respectively in 2012.

On an individual commodity basis, milk and cream (dairy products) was California's most valuable commodity in 2012, with cash receipts totaling \$6.9 billion. Grapes and shelled almonds were California's second and third most valuable commodities, with cash receipts totaling \$4.5 billion and \$4.3 billion, respectively. The cash receipts of nine other California commodities exceeded \$1 billion in 2012: almonds, cattle and calves, nursery products, strawberries, hay, lettuce, walnuts, tomatoes and pistachios. Thirteen of California's 20 most valuable commodities in 2012 increased in value from the prior year. Table 2 shows California's twenty most valuable agricultural commodities in 2012, as well as their value and ranking in 2011.

Table 2  
**California's Top 20 Agricultural Commodities in Value, 2011-2012**  
 (Cash receipt values are expressed as millions of dollars)

Commodity	2011		2012	
	Value	Rank	Value	Rank
Milk and Cream	\$ 7,681	1	\$ 6,900	1
Grapes	\$ 3,859	3	\$ 4,451	2
Almonds (shelled)	\$ 4,008	2	\$ 4,347	3
Cattle & Calves	\$ 2,826	4	\$ 3,299	4
Nursery	\$ 2,275	5	\$ 2,551	5
Berries ,All Strawberries	\$ 1,944	6	\$ 2,122	6
Hay, All	\$ 1,783	7	\$ 1,783	7
Lettuce, All	\$ 1,615	8	\$ 1,448	8
Walnuts	\$ 1,337	9	\$ 1,363	9*
Tomatoes	\$ 1,146	10	\$ 1,170	10
Pistachio	\$ 879	13	\$ 1,113	11
Flowers and Foliage	\$ 1,012	11	\$ 985	12
Rice	\$ 900	12	\$ 771	13
Oranges, All	\$ 656	16	\$ 765	14
Chickens	\$ 692	15	\$ 720	15
Cotton Lint, All	\$ 824	14	\$ 650	16
Broccoli	\$ 581	18	\$ 645	17
Carrots 1/	\$ 641	17	\$ 503	18
Lemons	\$ 352	23	\$ 436	19
Eggs, Chicken	\$ 381	20	\$ 393	20

1/ Carrot, Fresh value for 2011.

\* Calculated using 2012 production x 2011 price

Source: USDA, National Agricultural Statistics Service, Pacific Region-California; California Agricultural Statistics 2012 Crop Year

On a cash receipt basis, California produced all of the nation's almonds, walnuts, pistachios, olives, artichokes, dates, kiwifruit and figs in 2012. Twelve additional California commodities comprised more than four-fifths (80.0 percent) of national cash receipts: plums and prunes, garlic, lemons, nectarines, avocados, celery, broccoli, grapes, strawberries, tangerines, raspberries, and cauliflower. Carrots, apricots and lettuce accounted for more than three-quarters (75.0 percent) of national cash receipts. Accounting for more than half was honeydews, spinach, tomatoes, safflower, cantaloups, peppers, asparagus and peaches. Table 3 shows the shares of cash receipts for California commodities as a share of national totals.

Table 3  
**Leading California Agricultural Commodities in 2012:**  
**California Cash Receipts as a Percent of the Nation's**  
 (Values are expressed as millions of dollars)

<b>Commodity</b>	<b>Value of California Receipts</b>	<b>Value of U.S. Receipts</b>	<b>California's Share of U.S. Receipts (%)</b>
Almonds	\$ 4,347	\$ 4,347	100.0
Walnuts	\$ 1,349	\$ 1,349	100.0
Pistachios	\$ 1,113	\$ 1,113	100.0
Olives	\$ 130	\$ 130	100.0
Artichokes	\$ 54	\$ 54	100.0
Dates	\$ 42	\$ 42	100.0
Kiwifruit	\$ 21	\$ 21	100.0
Figs	\$ 20	\$ 20	100.0
Plums and prunes	\$ 256	\$ 262	97.5
Garlic	\$ 221	\$ 227	97.4
Lemons	\$ 418	\$ 430	97.1
Nectarines	\$ 140	\$ 145	96.5
Avocados	\$ 386	\$ 411	94.1
Celery	\$ 344	\$ 366	93.9
Broccoli	\$ 645	\$ 687	93.8
Grapes	\$ 4,449	\$ 4,909	90.6
Strawberries	\$ 1,939	\$ 2,207	87.9
Tangerines	\$ 352	\$ 414	85.0
Raspberries	\$ 240	\$ 290	82.7
Cauliflower	\$ 195	\$ 240	81.3
Carrots	\$ 510	\$ 643	79.3
Apricots	\$ 32	\$ 41	78.9
Lettuce	\$ 1,448	\$ 1,883	76.9
Honeydews	\$ 47	\$ 70	67.8
Spinach	\$ 153	\$ 241	63.5
Tomatoes	\$ 1,170	\$ 1,867	62.7
Safflower	\$ 26	\$ 46	58.1
Cantaloups	\$ 186	\$ 326	57.0
Peppers, Chile	\$ 100	\$ 175	56.9
Asparagus	\$ 48	\$ 90	53.6
Peaches	\$ 331	\$ 631	52.4

Source: USDA, Economic Research Service

The estimated value of California's exported agricultural products totaled \$18.8 billion in 2012. In terms of value, California's exports comprised over one-eighth (13.3 percent) of total U.S. agricultural exports in 2012. California was the nation's top agricultural exporter in 2012, with exports nearly twice of those of Iowa. Table 4 shows the estimated value of the top ten states in terms of agricultural exports from 2007 through 2012.

Table 4  
**Largest Agriculture Exporting States in the United States: 2007-2012**  
 (Estimated values are expressed as millions of dollars)

	2007	2008	2009	2010	2011	2012
<b>United States</b>	<b>\$ 89,992</b>	<b>\$ 114,761</b>	<b>\$ 98,454</b>	<b>\$ 115,820</b>	<b>\$ 136,369</b>	<b>\$ 141,270</b>
California	\$ 10,863	\$ 13,068	\$ 12,474	\$ 14,249	\$ 17,247	\$ 18,767
Iowa	\$ 6,597	\$ 9,379	\$ 8,205	\$ 9,221	\$ 10,507	\$ 11,341
Illinois	\$ 5,515	\$ 7,224	\$ 6,483	\$ 7,246	\$ 8,245	\$ 8,303
Minnesota	\$ 4,711	\$ 6,747	\$ 5,402	\$ 6,678	\$ 7,219	\$ 8,195
Nebraska	\$ 4,361	\$ 5,605	\$ 5,191	\$ 5,601	\$ 7,395	\$ 7,286
Texas	\$ 5,286	\$ 6,482	\$ 4,975	\$ 6,772	\$ 7,341	\$ 6,468
Kansas	\$ 3,653	\$ 4,377	\$ 3,818	\$ 4,923	\$ 4,941	\$ 4,897
Indiana	\$ 3,091	\$ 4,120	\$ 3,630	\$ 4,101	\$ 4,717	\$ 4,780
North Dakota	\$ 3,053	\$ 3,749	\$ 2,988	\$ 3,677	\$ 4,007	\$ 4,133
Ohio	\$ 2,319	\$ 3,207	\$ 2,749	\$ 3,267	\$ 3,418	\$ 4,126

Source: USDA, Economic Research Service

From 2011 to 2012, California’s agricultural exports increased by \$1.5 billion (8.8 percent). California’s agricultural exports grew in value even as the nonfarm economy fell into a deep recession, increasing by \$7.9 billion (72.8 percent) from 2007 through 2012. Tree nuts were California’s most valuable export crop in 2012 with an estimated value of \$6 billion, followed by fruits (\$3.8 billion), vegetables (\$2.1 billion) and “other products” which include animal products, grains, beverages and horticulture products (\$3.3 billion).

Fresno was the largest agriculture producing county in both California and the nation in 2012, with agricultural production valued at \$6.6 billion. The value of agricultural production exceeded \$4 billion each in Kern, Tulare and Monterey counties and exceeded \$2 billion each in Merced, Stanislaus, San Joaquin and Kings Counties. A total of fourteen California counties each produced agricultural products valued at more than \$1 billion in 2012. These counties are shown in Table 5.

The value of agricultural production increased from 2011 to 2012 in ten of California’s fourteen largest agricultural counties. San Joaquin County (28.8 percent) experienced the largest over-the-year increase in the value of its agricultural production, followed by Kern, Madera and Tulare counties. In contrast, the value of agricultural production in Fresno, Kings, Imperial and Riverside counties fell slightly over the year.

Table 5  
**Top California Counties as Ranked by Gross Value of Agricultural  
 Production, 2011-2012**

(Values are expressed as millions of dollars)

County	2011		2012		Percent Change: 2011 to 2012
	Value	Rank	Value	Rank	
Fresno	\$ 6,810	1	\$ 6,587	1	-3.3%
Kern	\$ 5,597	3	\$ 6,212	2	11.0%
Tulare	\$ 5,629	2	\$ 6,210	3	10.3%
Monterey	\$ 3,853	4	\$ 4,138	4	7.4%
Merced	\$ 3,260	5	\$ 3,280	5	0.6%
Stanislaus	\$ 3,070	6	\$ 3,278	6	6.8%
San Joaquin	\$ 2,237	7	\$ 2,881	7	28.8%
Kings	\$ 2,221	8	\$ 2,215	8	-0.3%
Ventura	\$ 1,841	10	\$ 1,961	9	6.5%
Imperial	\$ 1,964	9	\$ 1,946	10	-0.9%
San Diego	\$ 1,684	11	\$ 1,747	11	3.8%
Madera	\$ 1,569	12	\$ 1,739	12	10.8%
Santa Barbara	\$ 1,194	14	\$ 1,291	13	8.1%
Riverside	\$ 1,282	13	\$ 1,253	14	-2.3%

Source: USDA, National Agricultural Statistics Service, Pacific Region-California;  
 California County Agricultural Commissioners' Reports and State Board of

### **Agricultural Employment in California**

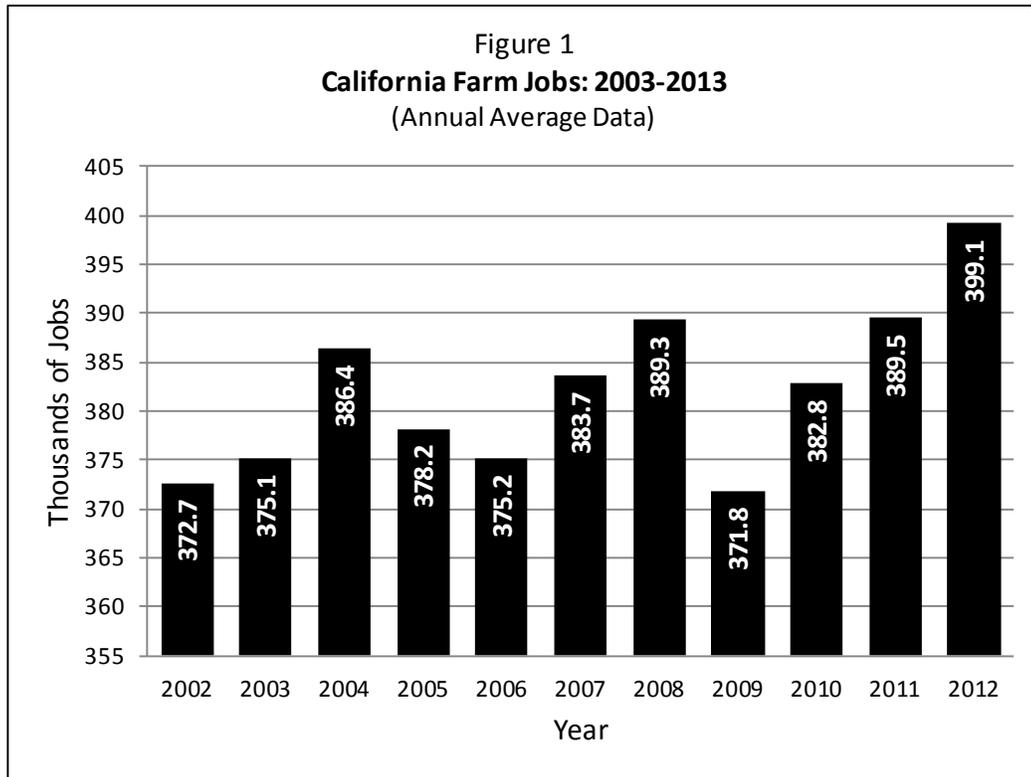
Employment in agriculture is inherently difficult to estimate because agricultural production, and in particular crop production, is characterized by seasonal spikes in the demand for farm labor, some of which are often of short duration. For example, most crops must be planted at certain times of the year, weeded and pruned, and perhaps most importantly harvested and prepared for market as they ripen. As a result, California agriculture-based employers have traditionally employed large numbers of seasonal, and often migrant, farm workers who move from farm to farm and region to region. However, official estimates of agricultural employment are derived from a survey of agricultural establishments that participate in the unemployment insurance system and are thus more likely to count more permanent farm workers than MSFWs.

According to official estimates from EDD, payrolls in California's farm sector totaled 399,100 jobs in 2012. Farm jobs made up just 2.6 percent of California's total industry employment in 2012.

On an annual average basis, California farm payrolls increased by 9,600 jobs (2.5 percent) from 2011 to 2012, and by 6,700 jobs (1.8 percent) from 2010 to 2011. Total farm employment has been remarkably stable over the last decade amidst year-to-year variability. From 2002 through

2012, annual average total farm employment in California grew by 26,400 jobs (7.1 percent), an average of 2,600 jobs per year.

Figure 1 shows the number of estimated farm jobs in California from 2002 through 2012.

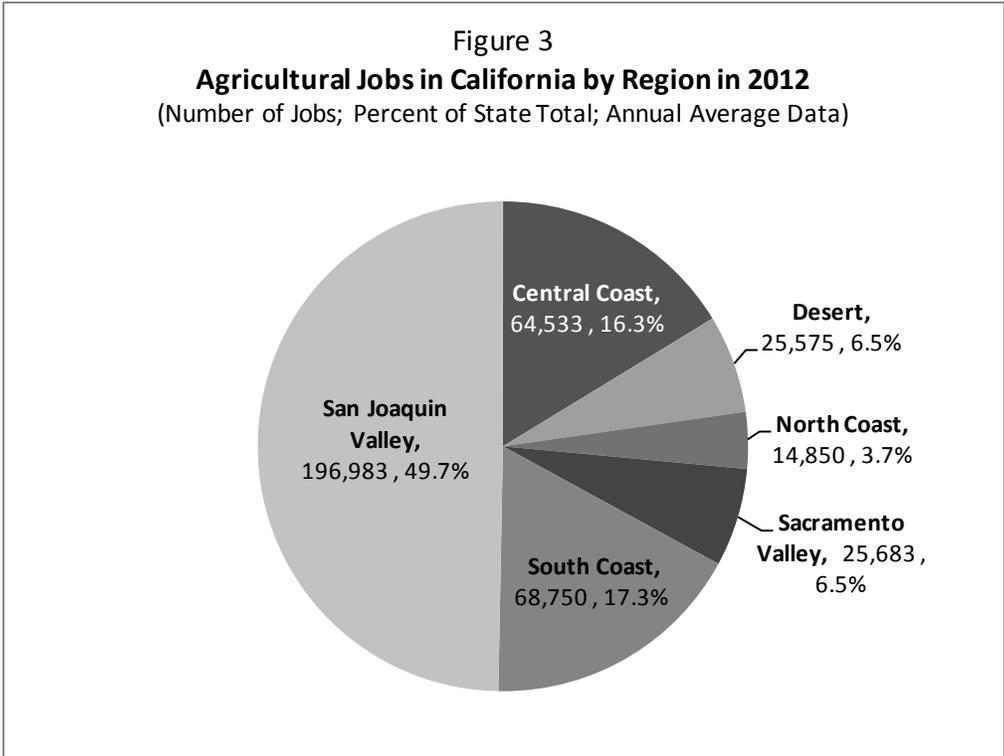
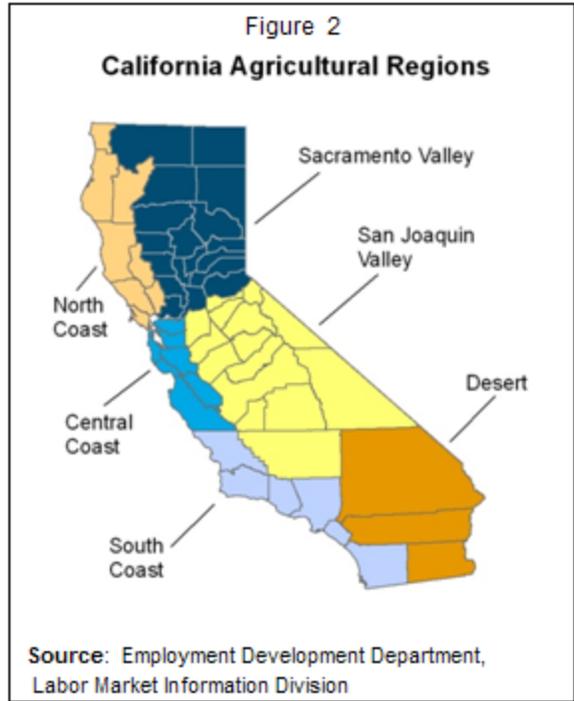


Source: Employment Development Department, Current Employment Statistics Data

California agricultural employment estimates are broken out into five regions: Central Coast, Desert, North Coast, Sacramento Valley, San Joaquin Valley and South Coast. These regions are displayed on the map in Figure 2.

Nearly half (49.7 percent) of California’s agricultural jobs were in the San Joaquin Valley Region in 2012. Employers in the South Coast and Central Coast regions accounted for about one-third (33.6 percent) of the state’s agricultural jobs. Individually, the South Coast and Central Coast Regions accounted for 17.3 and 16.3 percent of total agricultural employment, respectively. California’s remaining agricultural jobs were distributed across the smaller Sacramento Valley, Desert and North Coast Regions, each of which accounted for less than 7 percent of the state’s agricultural jobs.

Figure 3 displays the distribution of California agricultural jobs by region in 2012 by number and as a percentage share of total agricultural employment.



Source: Employment Development Department, Agricultural Employment Data Series

Table 6 shows the mean and median wages of agricultural occupations in California in the first quarter of 2013, with the occupations ranked by mean annual wage. The data were derived from information collected through the Occupational Employment Statistics (OES) Program, a

federally sponsored survey program conducted through a cooperative agreement between the federal Bureau of Labor Statistics and EDD.

Table 6

**Agricultural Wages by Occupation in California: First Quarter 2013**

SOC Code	Occupational Title	May 2012 Employment Estimates	2013 - 1st Quarter Wages			
			Mean Hourly Wage	Mean Annual Wage	Median Hourly Wage	Median Annual Wage
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,010	\$ 43.45	\$ 90,388	\$ 40.61	\$ 84,467
45-2011	Agricultural Inspectors	1,880	\$ 22.90	\$ 47,620	\$ 22.19	\$ 46,143
13-1074	Farm Labor Contractors	460	\$ 22.81	\$ 47,440	\$ 17.80	\$ 37,033
45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	5,810	\$ 21.68	\$ 45,095	\$ 19.29	\$ 40,126
45-2021	Animal Breeders	180	\$ 21.12	\$ 43,928	\$ 21.49	\$ 44,708
45-2099	Agricultural Workers, All Other	740	\$ 14.91	\$ 31,016	\$ 13.62	\$ 28,325
45-2093	Farmworkers, Farm and Ranch Animals	2,460	\$ 12.41	\$ 25,806	\$ 11.32	\$ 23,528
45-2091	Agricultural Equipment Operators	5,400	\$ 11.49	\$ 23,904	\$ 10.77	\$ 22,414
45-0000	Farming, Fishing, and Forestry Occupations	197,210	\$ 10.00	\$ 20,799	\$ 9.04	\$ 18,807
45-2041	Graders and Sorters, Agricultural Products	12,690	\$ 9.46	\$ 19,680	\$ 9.10	\$ 18,922
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	164,310	\$ 9.26	\$ 19,259	\$ 8.96	\$ 18,654

Source: Employment Development Department, Occupational Employment Statistics (OES) Survey

By a very large margin, farmers, ranchers, and other agricultural managers, with a mean annual wage of \$90,388, earned the highest wages in agriculture. This occupational group comprised of just 0.3 percent of overall agricultural employment in May 2012. The next highest paying agricultural occupations were: agricultural inspectors (\$47,620); farm labor contractors (\$47,440); first-line supervisors or managers of farming, fishing and forestry workers (\$45,095); and animal breeders (\$43,928). As a group, the four highest paying agricultural occupations comprised of just 2.3 percent of total estimated agricultural employment in May 2012.

Most California farmworkers earn low wages. The median annual wage in the three largest agricultural occupational groups, in terms of employment, was less than \$20,000 in the first quarter of 2013: farming, fishing, and forestry occupations (\$18,807); graders and sorters of agricultural products (\$18,922) and crop, nursery, and greenhouse farmworkers and laborers (\$18,654). According to OES employment estimates, these three occupational groups comprised of 95.4 percent of total agricultural employment.

### Number of Migrant and Seasonal Farmworkers in California

The official estimates of agricultural employment in this report are derived from agricultural labor data that EDD, in collaboration with the U.S. Department of Agriculture (USDA), compiles from monthly surveys of farm owner-operators in California. Agricultural employers who participate in the survey report the number of jobs filled by all workers in their establishments

during the survey's reference week. However, given the crop cycle, demand for farm workers tend to be highly seasonal, with peak periods of demand often lasting for periods of short duration. As a result, high job turnover and worker mobility are distinguishing features of the agricultural labor market. While survey-based official employment estimates count permanent farm jobs and any jobs filled by MSFWs identified by employers as working during the survey's reporting week<sup>1</sup>, they do not necessarily count positions that are filled by MSFWs at other times of the month. Moreover, an analysis of public use data from the U.S. Department of Labor's 2009-2010 National Agricultural Workers Survey (NAWS)<sup>2</sup> indicated that 65.0 percent of California farmworkers were undocumented, many of whom were employed under informal work arrangements. As a result, it is believed that official estimates of agricultural jobs understate the actual number of individuals in California's agricultural workforce. This is particularly true of MSFWs.

This report provides a best estimate of the number of MSFWs in California in 2012 since data unavailability and limitations preclude making a precise estimate. This best estimate relies on official 2001 agricultural employment estimates and the 2003 study by EDD's LMID, *California's Farm Labor Markets: A Cross-sectional Analysis of Employment and Earnings in 1991, 1996, and 2001*<sup>3</sup>, that estimated the actual number of farmworkers in 2001 to calculate a ratio of actual farmworkers to farm jobs, and also data from the 2009-10 NAWS survey to estimate the number of MSFWs. Given a lack of alternative or more up-to-date data, this report assumes that the observed relationship between the number of jobs and numbers of farmworkers in 2001 has been constant, or little changed, over the last 11 years. Actual trends in the official agricultural employment data offer support for this assumption.

Although displaying year-to-year variability, overall agricultural employment levels in California do not appear to have changed much over the last decade. Between 2002 and 2012, annual estimates of CES agricultural employment varied within a range of 27,400 jobs (6.8 percent) with a low of 371,800 jobs in 2009 and a high of 399,100 jobs in 2012. The estimates for 2002 and 2012 fall within this range. When expressed as a three-year moving average to control for the year-to-year variability, total agricultural employment in California varied within a range of 14,700 jobs, or 3.8 percent, from 2003 through 2012. Total agricultural employment varied within a range of just 11,500 jobs, or 2.9 percent, from 2007 through 2012.

Employment in crop production also appears to have been stable over the last eight years, although there have been changes in the pattern of hiring. The number of crop production jobs, which are primarily reported by growers, fell by only 5,100 from 2004 through 2012. In contrast, employment by farm labor contractors (FLCs), who supply crop workers to farms, rose by 26,500 jobs (25.8 percent) over the same period, and employment in support activities for crop production, which are often field-based, grew by 5,300 jobs. Combined crop production

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<sup>1</sup> The survey reference week is always the week that includes the 12<sup>th</sup> of the month.

<sup>2</sup> The 2009-2010 public use NAWS data are available from the U.S. DOL Website at: <http://www.doleta.gov/agworker/naws.cfm>.

<sup>3</sup> Khan, M. Akhtar, Philip Martin, and Phil Hardiman, 2003. *California's Farm Labor Markets: A Cross-sectional Analysis of Employment and Earnings in 1991, 1996, and 2001*. LMID Working Paper, August 2003.

and FLC jobs remained unchanged at 76.0 percent of California's total agricultural employment from 2004 through 2012. The LMID's *California's Farm Labor Markets* study referenced above estimated the number of farm workers in California in 2001 based on an analysis of the comprehensive wage and employment records that are maintained by EDD. The study used social security numbers to identify and count the number of workers in agricultural establishments as coded under the Standard Industrial Classification (SIC) system.<sup>4</sup> To minimize possible reporting errors, social security numbers reported by more than fifty employers and wage records displaying earnings of less than \$1.00 or more than \$75,000.00 in any calendar quarter were removed from the data estimates.

The LMID study estimated that there were 1,086,563 agricultural workers with some earnings in agricultural industries in 2001. Of these workers, 474,195 were engaged in crop production and 358,500 were employed by FLCs in 2001. This yielded 832,715 agricultural employees who were primarily crop workers. In contrast, the official total of agricultural jobs was estimated at 385,700 in 2001. There were officially 191,500 jobs in crop production and 106,000 jobs accounted for by farm labor contractors. If one assumes that nearly all FLC jobs were in crop production, there were a total of 297,500 jobs in California crop production in 2001. The ratio of both total agricultural and crop production workers, as estimated by the LMID study, to the officially estimated jobs for both total agriculture and crop production were approximately 2.8 to 1 in 2001. This same ratio is assumed to hold true in 2012.

Assuming that most MSFWs are primarily crop workers employed by growers and FLCs, the estimate of the number of MSFWs in California in 2012 was calculated as follows:

- In 2012, crop production and FLC payrolls totaled 172,700 and 129,400, respectively, for a total of 302,100 jobs in the crop production. Assuming that there were 2.8 farm workers for every officially estimated job, this implies that there were 845,900 crop workers in California in 2012.
- Analysis of the 2009-2010 NAWS public use data indicated that 44.7 percent of California farm workers reported that they worked for their employer on a year-round basis, 42.6 percent reported they worked on a seasonal basis, and 12.7 percent reported that they did not know. Assuming the ratio in the "don't know" category reflects those that answered then 48.8 percent California's agricultural crop workers were seasonal workers in 2009-2010.
- The 2009-2010 NAWS public use data also indicated that 23.6 percent of crop farm workers in California were migrants.<sup>5</sup> Applying the NAWS-derived estimated shares of crop workers who were seasonal and migrant to the estimated number of crop workers in 2012, yields an estimate that there were approximately 412,800 seasonal farm workers in California in 2012, of whom 97,400 were migrant workers.

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<sup>4</sup> EDD converted from SIC to the North American Industry Classification codes (NAICS) in 2003. However, the definitions of agricultural production industries were largely unchanged.

<sup>5</sup> The NAWS defines a migrant farm worker as one who travels more than 75 miles to obtain a job in U.S. agriculture.

- Barring significant changes to national immigration policies, the estimated numbers of MSFWs in California are expected to remain near these same levels over the next two years.
- It is worth noting that a recent study out of UC Davis explores potential higher labor costs to the fruit and vegetable industry, and the industry’s response in adjustments to mechanization, imports, and labor aids to offset those costs.<sup>6</sup>

These calculations are also summarized in tabular format below.

Table 7

**Estimated Number of Migrant and Seasonal Farmworkers in California in 2012**

(Estimates are rounded to the nearest hundred)

<b>Total Jobs in Crop Production (Official Estimates)</b>	<b>302,100</b>
Assumed Farmworkers to Job Ratio	2.8
<b>Estimated Number of Crop Workers in California</b>	<b>845,900</b>
Share of Farmworkers Who Work Seasonally (NAWS)	48.8%
<b>Estimated Number of Seasonal Workers in California</b>	<b>412,800</b>
Percent of Farmworkers Who are Migrants (NAWS)	23.6%
<b>Estimated Number of Migrant Farmworkers in California</b>	<b>97,400</b>

Source: Employment Development Department, Labor Market Information Division

*Table 7 Note: The total seasonal and migrant workers comprise 48.8 percent of the number of people working in agriculture; of the 412,800 who are MSFW, 23.6 percent (or 97,400) are migrants. Estimates show jobs by the number of positions paid during the payroll period containing the 12<sup>th</sup> of the month, not by people thus, there are more people working in agriculture than specific jobs.*

**Effect of Drought on California’s Agricultural Employment in 2014**

In 2015, California entered the fourth year of drought, with 41 percent of the state considered to be in a status of “exceptional drought,” which is the most severe kind. California has 8 million irrigated acres of which 430,000 were fallowed in 2014 and 560,000 in 2015.

Agricultural employment losses often are less than expected during droughts because many farmers shift production to less water intensive crops, adopt more water efficient irrigation techniques, and rely on groundwater to compensate for water shortages. Water transfers and shifts in crop contracts also have an important effect on the impact of drought. These factors are important in areas such as the Sacramento Valley where significant water transfers, an increase in processing tomato production, and increased perennial plantings has significantly shifted field crop and rice acreage. Processing tomato contracts have shifted north from the San Joaquin Valley to the Sacramento Valley, also pushing out some rice acreage. Water allocation

<sup>6</sup> Philip Martin and Linda Calvin: “Labor Trajectories in California’s Produce Industry.”

and re-allocation efforts may also help mitigate the effects of the drought. Agricultural employers may also reduce the number of hours worked, but not the overall number of jobs.

Commodity price fluctuations may alter the level of agricultural employment, as increases can at least partially offset any increased production costs related to the drought. If commodity prices drop, the rising cost of production may eliminate any incentive to continue seasonal activities. This is often seen to have the greatest effect in ranching and livestock farming during a drought.

A recent study completed by UC Davis Center for Watershed Sciences in 2015 suggests that California's resilience to surface water shortages is likely to continue through 2015. The ability to irrigate permanent crops with groundwater or marketed water will largely prevent the sector from more expensive fallowing of higher-valued crops and permanent crops. It is estimated that the drought in 2015 may result in the fallowing of 560,000 irrigated acres, almost all (99.5 percent) in the Central Valley. Increased prices for some crop groups will add to the total revenues in areas less affected by drought and with access to groundwater, especially in the central and south coast regions<sup>7</sup>.

In the event that farmworkers are displaced from their local jobs in areas heavily affected by the drought, it is likely that migrant workers will travel to other areas less affected by the drought to seek employment. However, there are farm workers who are dependent of seasonal agriculture that do not migrate and feel the immediate impact caused by losing their job. An estimated 7,500 farm jobs were lost in 2014 and 8,500 farm jobs are projected to be lost in 2015. EDD and its partners (state, federal and local), are developing strategies to help mitigate impacts of the drought on California farm workers including providing temporary employment for farm workers who are unemployed or underemployed as a result of the drought. Temporary employment will be provided for dislocated workers to assist in clean-up and recovery efforts, as a result of the drought, by performing specific drought impact work, such as sod removal, replacement of outdated irrigation systems, tree and brush removal, and maintenance and upkeep of public facilities. This initial effort will serve 1,000 workers to be employed for six months in the Northern Sacramento Valley and the Central Valley which are the areas most impacted by the drought.

(2) *Outreach Activities.*

(A) *Describe the State agency's proposed outreach activities including strategies on how to contact farmworkers who are not being reached by the normal intake activities conducted by the employment service offices.*

(B) *The plan for the proposed outreach activities must include:*

(i) *The goals for the number of farmworkers who will be contacted each program year by W-P staff.*

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<sup>7</sup> Richard E. Howitt, Duncan MacEwan, Josué Medellín-Azuara, Jay R. Lund, Daniel A. Sumner (2015). "Economic Analysis of the 2015 Drought for California Agriculture". Center for Watershed Sciences, University of California – Davis, Davis, CA 16 pp.

- (ii) *The number of farmworkers who will be contacted each program year by other agencies under cooperative arrangements. These numerical goals must be based on the number of farmworkers estimated to be in the State in the coming year, taking into account the varying concentration of farmworkers during the seasons in each geographic area, the range of services needed in each area and the number of W-P and/or cooperating agency staff who will conduct outreach.*<sup>8</sup>
- (iii) *The State's plans to conduct outreach to as many farm workers as possible.*
- (iv) *The number of outreach workers dedicated to outreach to farmworkers by service areas.*

(3) *The State's strategy for:*

- i. *Coordinating outreach efforts with WIOA Title 1 section 167 grantees as well as with public and private community service agencies and MSFW groups.*
- ii. *Explaining to farmworkers the services available at the local one-stop centers.*
- iii. *Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups.*
- iv. *Providing farm workers with a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment.*
- v. *Urging those farm workers who have been reached through the State's outreach efforts to go to the local one-stop center to obtain the full range of employment and training services.*

## **Outreach, Coordination, and Educational Activities**

EDD operates an MSFW Outreach Program consisting of twenty-eight primary and twenty-nine alternate Outreach Workers (OWs) located in AJCCs throughout the state. The OWs provide MSFWs with information on the services and resources available at local AJCCs, CBOs, and other state and federal agencies serving MSFWs in the area.

The primary responsibility of the OW is to locate and contact MSFWs who are not being reached by the normal intake activities conducted by the AJCCs. The OWs search for MSFWs throughout the state, especially in rural areas where they live, work, and gather to present the services in a language readily understood by them. The responsibilities of an OW include:

- Educating MSFWs of their rights with respect to terms and conditions of employment;
- developing and maintaining relationships with MSFWs, public and private community agencies, MSFW groups, and employers;

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<sup>8</sup> The numerical goals that must be included in the agricultural outreach plan are in reference only to the proposed outreach activities and are not negotiated performance targets.

- coordinating outreach efforts with MSFW community service providers, including WIOA title I Section 167 providers;
- assisting MSFWs with job search and placement, initiating job development contacts, and referrals to supportive services;
- Conducting informational workshops for MSFWs at AJCCs or other locations;
- assisting with the completion of the CalJOBS registration, resume, job applications, and other documents as needed;
- documenting all reportable services provided to MSFWs;
- Conducting follow-up interviews with reportable individuals to ensure service or training was received;
- assisting MSFWs with making appointments and arranging transportation;
- observing the working and living conditions of MSFWs;
- providing assistance with obtaining unemployment insurance benefits, information on the California Training Benefits program, and referrals to specific employment opportunities if MSFWs are unemployed;
- providing information regarding employment opportunities that may be available including posting any available H-2A agricultural job orders;
- informing MSFWs of the full range of available services, including: job training opportunities available through the AJCCs and CBOs; engaging in public awareness campaigns to educate job seekers and small businesses about Covered California as a resource to help make informed decisions about health care coverage options. OWS may provide MSFWs helpful fact sheets regarding the program, financial assistance, and hand out informational brochures in English and Spanish;
- contacting seasonal farm workers working under the H-2A program to provide them information pertinent to workers employed under this program, including information about their rights and protections under the H-2A contractual agreement; and
- informing MSFWs about the Employment Service and Employment-Related Law Complaint System and providing assistance with the complaint process.

Outreach services to MSFWs may be more intensive in PY 2015 to locate and assist dislocated MSFWs affected by the current drought which is considered one of the worst recorded in CA history. The current 2015 dry weather conditions in our state, preceded by dry years in 2012, 2013, and 2014 has compounded the impact it will have on farmers, ranchers and farm workers.

On January 17, 2014, Governor Brown issued a proclamation declaring a drought state of emergency in the state which was “...*experiencing record dry conditions, with 2014 projected to become the driest year on record.*” According to the United States Department of Agriculture (USDA), the San Joaquin Valley (SJV) alone “*is one of the highest grossing agricultural regions in the world.*” This community is highly dependent on agricultural employment with 33 percent to 41 percent of low income residents classified as food insecure. The USDA notes that “*Historic and continuing high levels of unemployment and poverty within SJV communities suggest increased vulnerability should the drought persist.*” The plight in the SJV alone offers an insight into the alarming situation our state is in with no relief in sight. This has sparked a number of

initiatives by the federal and state governments to provide assistance to affected employers and farm workers. These initiatives include housing assistance, accessible low interest rate loans, and training services, among others. The OWs may be confronted with an unknown number of MSFWs affected directly or indirectly by the drought, presenting a greater opportunity to advocate for MSFWs and help them mitigate the negative impacts of the drought. In addition, information from WIOA Title I Section 167 providers located in AJCCs statewide is included to help MSFWs receive a comprehensive blend of services designed to place them into full-time, non-seasonal employment or upgraded agricultural employment. The AJCCs are heavily engaged in a number of employment service activities including various recruitment activities to find and refer qualified U.S. domestic workers to fill H-2A job openings.

As part of its agricultural outreach activities, EDD partners with La Cooperativa, a statewide association of service providers operating WIOA Title I Section 167 and Community Services Block Grant MSFW service programs. La Cooperativa's Board of Directors consists of representatives from member agencies and members of this network including Center for Employment Training, California Human Development Corporation, Central Valley Opportunity Center, Employer's Training Resource and Proteus, Inc. La Cooperativa's five member agencies currently operate sixty-six service centers throughout thirty California counties, offering comprehensive services to rural, agricultural regions. This network of member agencies annually provides services to more than 75,000 MSFWs in thirty agricultural counties and maintains outreach links with Wagner-Peyser Employment Service (ES) offices. The member agencies operate a range of service centers, mobile service units, and other service access points throughout California. Because the services offered by La Cooperativa focus on increasing self-sufficiency and protecting farm workers, they are able to achieve much higher rates of participation by this traditionally hard-to-reach population. EDD will continue to pursue co-enrollment protocols between WIOA Title I Section 167 providers and EDDs Wagner-Peyser funded program that will assist the WIOA Title I Section 167 network with outreach and enrollment, and provide their mutual farmworker customers with an enhanced array of services. This effort will be enhanced by the mutual use of the state's labor exchange system, CalJOBS.

La Cooperativa is also a recipient of WIOA 25 Percent Dislocated Worker funding with a grant to serve over 1,000 dislocated MSFWs with a comprehensive program of core, intensive and training services designed to place them into full-time, non-seasonal employment or upgraded agricultural employment. This comprehensive program is being implemented in coordination with the WIOA Title I Section 167 providers and AJCCs.

EDD and La Cooperativa also collaborate on a public information and awareness campaign designed to assist MSFWs with workforce and labor market information, social service information, and current job openings. As part of this campaign, La Cooperativa publishes twelve issues of *La Voz del Campo* (The Voice of the Fields) annually, including an e-publication that is distributed to agencies that work directly with MSFWs. *La Voz del Campo* is a newsletter written in English and Spanish designed to assist MSFWs and their families with information on various programs and services offered by EDD, CBOs, and other government agencies.

Information on agricultural issues, employment opportunities, crop activities, and federal and state services is also included. A printing production of 45,000 copies of each issue is disseminated statewide through over 400 distribution points.

In addition to the *La Voz del Campo* publication, the broader multimedia approach includes bilingual radio. Radio Bilingue is a non-commercial bilingual radio network headquartered in Fresno and Oakland that produces twelve one-hour live talk shows, each supporting one of the issues of *La Voz del Campo*. Additional information discussed on the air includes information about the H-2A program and the agricultural jobs available statewide for MSFWs looking for work. This has been an excellent medium to disseminate information on emerging topics like the Affordable Care Act which was featured in one of the publications. Radio Bilingue has the capacity to reach 400,000 MSFWs in the central valley, coastal, and desert labor market areas.

The data gathered by OWs on the number of MSFWs contacted through outreach activities and by other agencies in the area are recorded and submitted to the Monitor Advocate Office (MAO). The MAO works directly with ES offices to ensure services are provided in compliance with federal mandates and EDD's policies and procedures. During PY 2014-15, OWs contacted 74,332 MSFWs throughout California, an increase of 5,556 contacts from the previous program year and have continued to exceed their goal of serving MSFWs statewide year after year. Table 8 illustrates the total number of MSFW contacts made throughout California by agricultural region.

Table 8: MSFW Contacts through Outreach Activities by Agricultural Region

Region (County) <sup>9</sup>	PY 2012-13	PY 2013-14	PY 2014-15
North Coast (Lake, Mendocino, Sonoma)	1,185	1,670	2,791
Sacramento Valley (Butte, Yolo, Yuba)	4,811	5,753	6,439
Central Coast (Monterey, San Benito, Santa Clara, Santa Cruz)	9,958	12,625	14,747
San Joaquin Valley (Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, Tulare)	37,118	36,452	36,755
South Coast (San Diego, San Luis Obispo, Santa Barbara, Ventura)	4,323	5,047	5,696
Desert (Imperial, Riverside)	9,152	7,229	7,904
<b>Total</b>	<b>66,547</b>	<b>68,776</b>	<b>74,332</b>

Additionally, EDD’s dynamic collaboration with CBOs, WIOA title I Section 167 providers, and other MSFW advocacy groups presents an opportunity to boost the number of services provided to MSFWs. The number of MSFWs contacted by other agencies through cooperative agreements in PY 2013-14 totaled 5,331, a decrease of twenty-eight contacts from the previous program year. Table 9 illustrates the projected goals for the SWA and cooperating agencies.

Table 9: MSFW Contacts for PY 2013-14 and PY 2014-15

Performance Area	PY 2013-14 Planned Goals	PY 2013-14 Actual	PY 2014-15 Planned Goals	PY 2014-15 Actual
MSFW Contacts through EDD Outreach Activities	68,500	68,776	68,500	74,332
MSFW Contacts by Cooperating Agencies	6,000	5,331	6,000	7,265
<b>Total</b>	<b>74,500</b>	<b>74,107</b>	<b>74,500</b>	<b>81,597</b>

<sup>9</sup> There are 33 ES offices designated as significant MSFW offices in these counties. The total number of MSFW contacts is gathered by OW conducting outreach activities in these areas.

The minimum number of MSFW contacts by OWs, according to DOL guidelines, is a minimum of five contacts per day. California surpassed that requirement by maintaining fifteen contacts per day in PY 2013-14. Table 10 details the budget allocated to the thirty-three significant MSFW offices for MSFW outreach activity.

*Table 10: MSFW Outreach Budget Allocation for PY 2014-15*

AJCC Locations <sup>10</sup>	PE <sup>11</sup>
Bakersfield <sup>12</sup> , Delano <sup>13</sup> , Porterville, Visalia	6.00
Fresno <sup>14</sup> , Hanford, Mendota	4.50
Lakeport, Marysville <sup>15</sup> , Oroville <sup>16</sup>	1.50
Santa Maria, San Luis Obispo	1.25
Gilroy	0.56
Hollister, Salinas <sup>17</sup> , Watsonville <sup>18</sup>	1.70
Blythe, Indio	1.00
Caléxico, El Centro,	1.00
Los Baños, Merced <sup>19</sup> , Modesto, Turlock	1.00
Ukiah	0.33
Santa Rosa, Napa	0.67
Oceanside	0.50
Chula Vista	0.50
Sacramento <sup>20</sup>	1.00

<sup>10</sup> All 33 significant MSFW one-stop centers contain bilingual staff

<sup>11</sup> PE = Personnel Equivalent. One PE is equal to 1,719 hours

<sup>12</sup> Serving communities of Wasco, Lamont, and surrounding areas

<sup>13</sup> Serving communities of Wasco, Shafter, and surrounding areas

<sup>14</sup> Serving communities of Madera, Reedley, Firebaugh, Huron, Sanger, and surrounding areas

<sup>15</sup> Serving communities of Chico, Colusa, and surrounding areas

<sup>16</sup> Serving communities of Chico and surrounding areas

<sup>17</sup> Serving communities of Greenfield and surrounding areas

<sup>18</sup> Serving communities of Capitola and surrounding areas

<sup>19</sup> Serving communities of Oakdale and surrounding areas

Manteca <sup>21</sup> , Stockton	0.75
Oxnard	0.75
<b>Total</b>	<b>23.01</b>

*(4) Services provided to farmworkers and agricultural employers through the one-stop delivery system. Describe the activities planned for providing the full range of employment and training services to the agricultural community, both farmworkers and agricultural employers, through the one-stop delivery system.*

### **Planned Services for MSFWs and Agricultural Employers through AJCC Offices**

#### **Services to MSFWs**

California is required to make the services of the AJCC offices available to all job seekers, including MSFWs, in an equitable manner. Each AJCC office must offer the full range of career and supportive services, benefits and protections, and job and training referral services as are provided to non-MSFWs. In providing such services, AJCC offices must consider and be sensitive to the preferences, needs, and skills of individual MSFWs and the availability of job and training opportunities.

The DOL ETA requires that states ensure equity of services for MSFWs and non-MSFWs. California’s Indicator of Compliance reports all service outcomes tracked for regular job seekers, including MSFWs, such as receiving staff-assisted services, referrals to supportive services, referrals to employment, career guidance, and job development contacts to ensure MSFWs continue to receive qualitatively equivalent and quantitatively proportion services. Table 11 compares services provided to MSFWs and Non-MSFWs in California during PY 2014-15.

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<sup>20</sup> Serving communities of Woodland and surrounding areas

<sup>21</sup> Serving communities of Lodi and surrounding areas

Table 11: Equity Service Level Indicators for PY 2014-15<sup>22</sup>

Equity Indicators	MSFW <sup>23</sup>	MSFW Percentage	Non-MSFW <sup>24</sup>	Non-MSFW Percentage	Met
Referred to Employment	6,699	28.12%	99,285	23.82%	Yes
Received Staff Assisted Services	10,660 <sup>25</sup>	44.74%	63,013	15.12%	Yes
Referred to Supportive Services	5,911	24.81%	7,665	1.84%	Yes
Career Guidance	4,238 <sup>26</sup>	38.18%	2,084 <sup>27</sup>	2.10%	Yes
Job Development Contacts	376 <sup>24</sup>	7.07%	265 <sup>25</sup>	0.27%	Yes

To ensure that equity indicators are met, the MAO conducts annual programmatic reviews of all thirty-three significant AJCC offices. After reviewing program performance data, the MAO contacts the local office managers to discuss findings and offer initial recommendations and appropriate technical assistance. If the MAO identifies a finding, a Corrective Action Plan (CAP) is requested and the MAO follows up with each office to ensure the CAP is being implemented appropriately and is brought into full compliance.

### Services to Agricultural Employers

EDD recognizes the importance of the agricultural industry in California and has devoted resources to meet the labor needs of agricultural employers and MSFWs. Funding for agricultural services comes from Wagner-Peyser and Foreign Labor Certification (FLC) funds granted to the states annually. Wagner-Peyser funds are given to California based on a formula basis. The FLC funds are provided by DOL to California to process foreign labor application requests, conduct housing inspections, agricultural wage and prevailing practice surveys, and collect agricultural crop and labor information. California was recently informed that DOL FLC funding was being reduced by almost 50 percent (\$1 million reduction) to \$1.2 million. This

<sup>22</sup> See *Attachment A* for an assessment of progress by EDD

<sup>23</sup> Total active MSFWs enrolled are 23,826

<sup>24</sup> Total active Non-MSFWs enrolled are 416,772

<sup>25</sup> Some active MSFWs enrolled received multiple services

<sup>26</sup> Total MSFW complete applications are 11,100

<sup>27</sup> California does not track MSFW placement or verifies federal minimum wage requirements because California's minimum wage is greater than the federal minimum wage.

unexpected funding cut will likely result in substantial reductions in activities and/or services unless funding is restored in future FLC grant awards.

California also provides labor exchange services for agricultural employers. These services target the specific needs of the agricultural workforce by using one or more of the following services provided by CalJOBS:

- generate CalJOBS letters that enable staff to create and send formatted letters to job seekers who are registered in CalJOBS regarding job opportunities and targeted recruitment letters;
- employer self-service options to update their company profiles, post and update recruitments, conduct resume searches, and contact qualified job seekers;
- perform recruitment activities to find and refer qualified MSFWs in order to fill the labor needs of agricultural employers;
- conduct mass job referrals electronically through CalJOBS;
- Assist with resume searches and ES office staff mediated services that encourage agricultural employers to publish their job openings using CalJOBS to fill their job openings;
- provide labor market information such as data on supply and demand, salaries, training requirements, new and emergent occupations, and industry growth; and
- provide Rapid Response services due to plant closure or mass layoffs. These services are offered to workers at the employer's job site and include information on assistance that can be provided at the AJCCs.

*(5) Other Requirements.*

- (A) **State Monitor Advocate.** *The plan must contain a statement that indicates that the State Monitor Advocate has been afforded the opportunity to review and approve the AOP. (To be added once public comment period has been completed)*
- (B) **Review and Public Comment.** *The plan must provide information indicating that WIOA Section 167 National Farmworker Jobs Program ( NFJP) grantees, other appropriate farmworker groups, public agencies, agricultural employer organizations and other interested employer organizations, have been given an opportunity to comment on the State AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments. (To be added once public comment period has been completed)*
- (C) **Assessment of progress.** *The plan must include an explanation of what was achieved based on the previous AOP, what was not achieved and an explanation as to why the State believes the goals were not achieved, and how the State intends to remedy the gaps of achievement in the coming year.*

## **Assessment of Progress**

The MAO is mandated by DOL to monitor and track five Indicators of Compliance (see Table 11). By monitoring these indicators MAO ensures that MSFWs are receiving employment services in qualitative and quantitative measures as those who are non-MSFWs. A summary of the progress made by EDD include the following:

- **Referred to Employment:** In PY 2014/15, EDD exceeded the targeted goal by 5,181 (44 percent) contacts compared to the PY 2013/14 Ag Plan. EDD continues to exceed the expectation by a significant amount and continues to refer farm workers to all available employers.
- **Received Staff-Assisted Services:** In PY 2014/15, EDD decreased the targeted goal by 1,551 (11 percent) contacts compared to the PY 2013/14 Ag Plan. EDD encourages farm workers to come into the AJCCs to provide them with an individual career plan. The AJCCs are working on catering to the specific needs of their areas and the farm workers they service. They are creating specific worker shops to meet the needs of their Local Areas
- **Referred to Supportive Services:** In PY 2014-15, EDD exceeded the targeted goal by 1,856 (15 percent) contacts statewide compared to the PY 2013/14 Ag Plan. EDD continues to exceed the expectation by a significant amount and continues to refer and inform farm workers of all available services.
- **Career Guidance:** In PY 2014/15, EDD exceeded the targeted goal by 3,933 (139 percent) contacts compared to the PY 2013/14 Ag Plan. EDD continues to exceed the expectation by a significant amount and continues to guide and encourage the farmworker to use their current skills and apply them to a new career plan.
- **Job Development Contacts:** In PY 2014/15, EDD exceeded the targeted goal by 217 (24 percent) contacts compared to the PY 2013/14 Ag Plan. EDD continues to exceed the expectation by a significant amount and continues to assist farm workers individually according to their needs.

	MSFW Outreach Activities					Cooperating Agencies		ER Activity	CBO Activity
	Hours charged	MSFW Contacts	Living	Work	Other	Outreach Hrs	MSFW Contacts	No. of ER Visits	No. of CBO Visits
Quarter 1	9,326	19,447	995	12,000	6,452	615	1,456	712	1,203
Quarter 2	9,387	17,551	703	7,749	9,099	236	1,245	421	949
Quarter 3	9,575	17,002	683	7,446	8,873	541	1,666	521	1,201
Quarter 4	9,364	20,332	917	13,760	5,655	1,028	2,898	767	918
Total	37,652	74,332	3,298	40,955	30,079	2,420	7,265	2,421	4,271

## Wagner- Peyser Act Assurances

- The Wagner-Peyser Employment Services is co-located with One-Stop centers or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time. (sec 121(e)(3));
- The state agency is complying with the requirements under 20 CRR 653.111 (state agency staffing requirements) if the state has significant MSFW One-Stop centers;
- If a state board, department, or agency administers state laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser services, Adult and Dislocated Worker programs and Youth Programs under Title I; and
- State Agency merit-based employees provide Wagner Peyser Act-funded labor exchange activities in accordance with DOL regulations.